

BEST AVAILABLE COPY

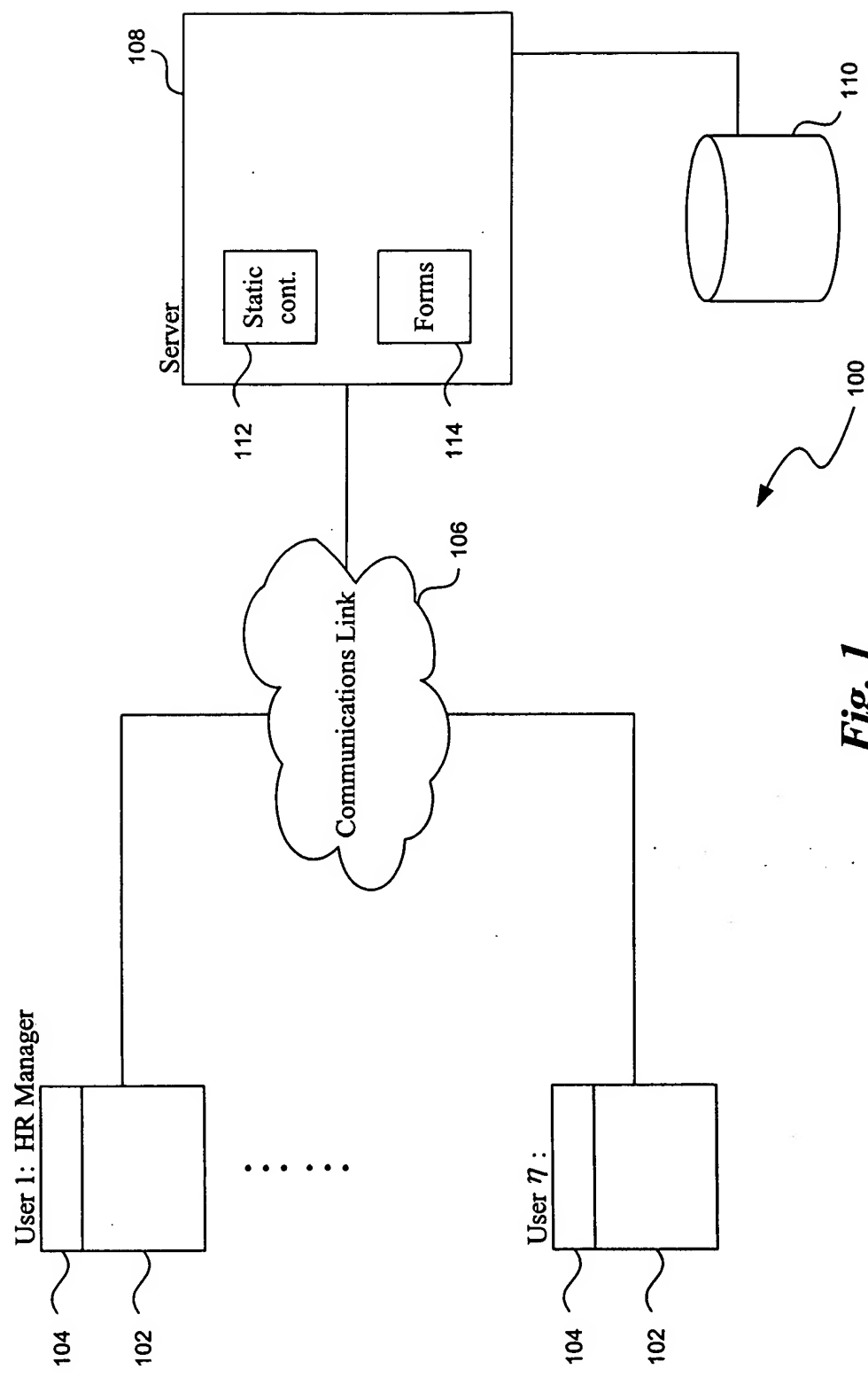
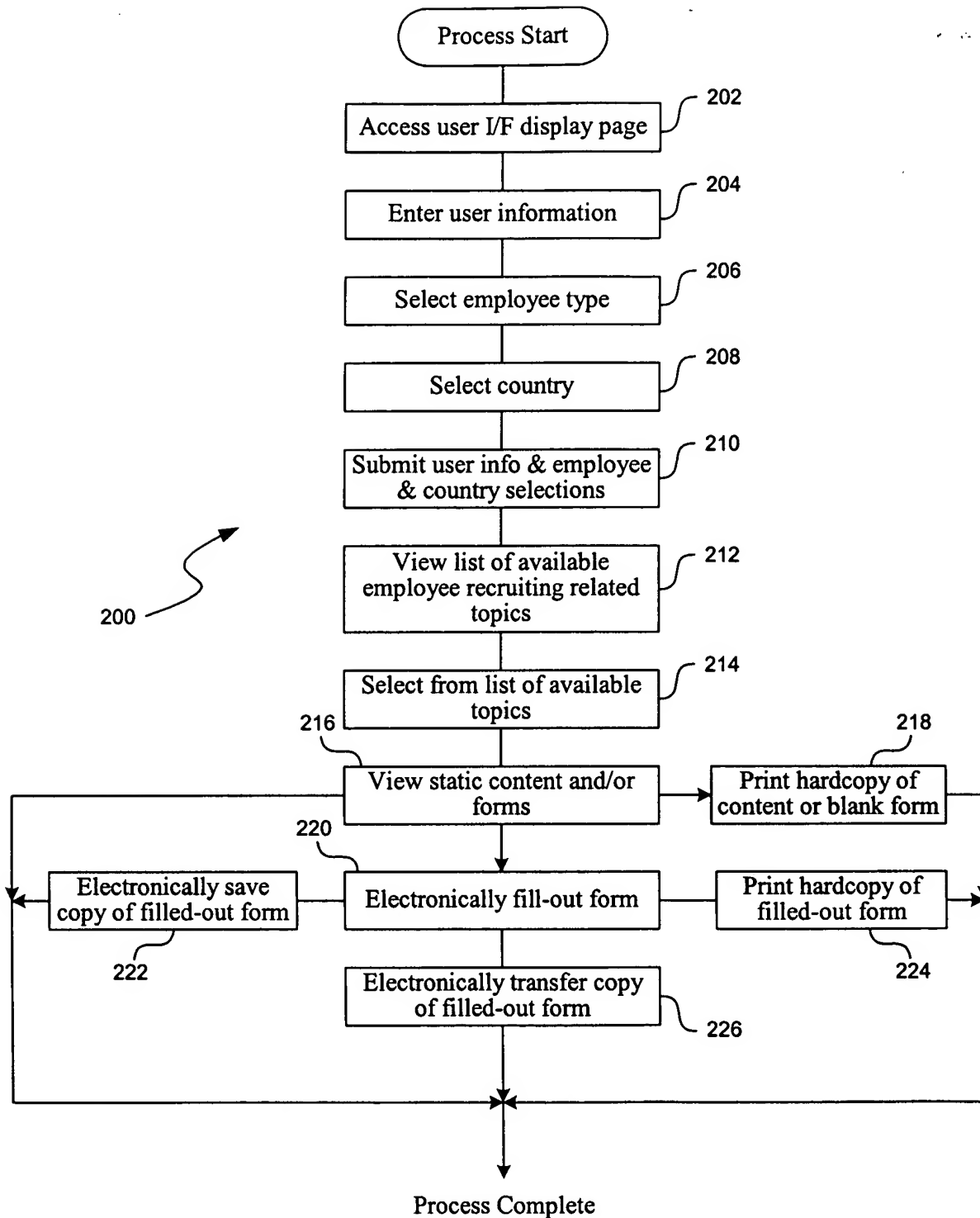


Fig. 1

**Fig. 2**

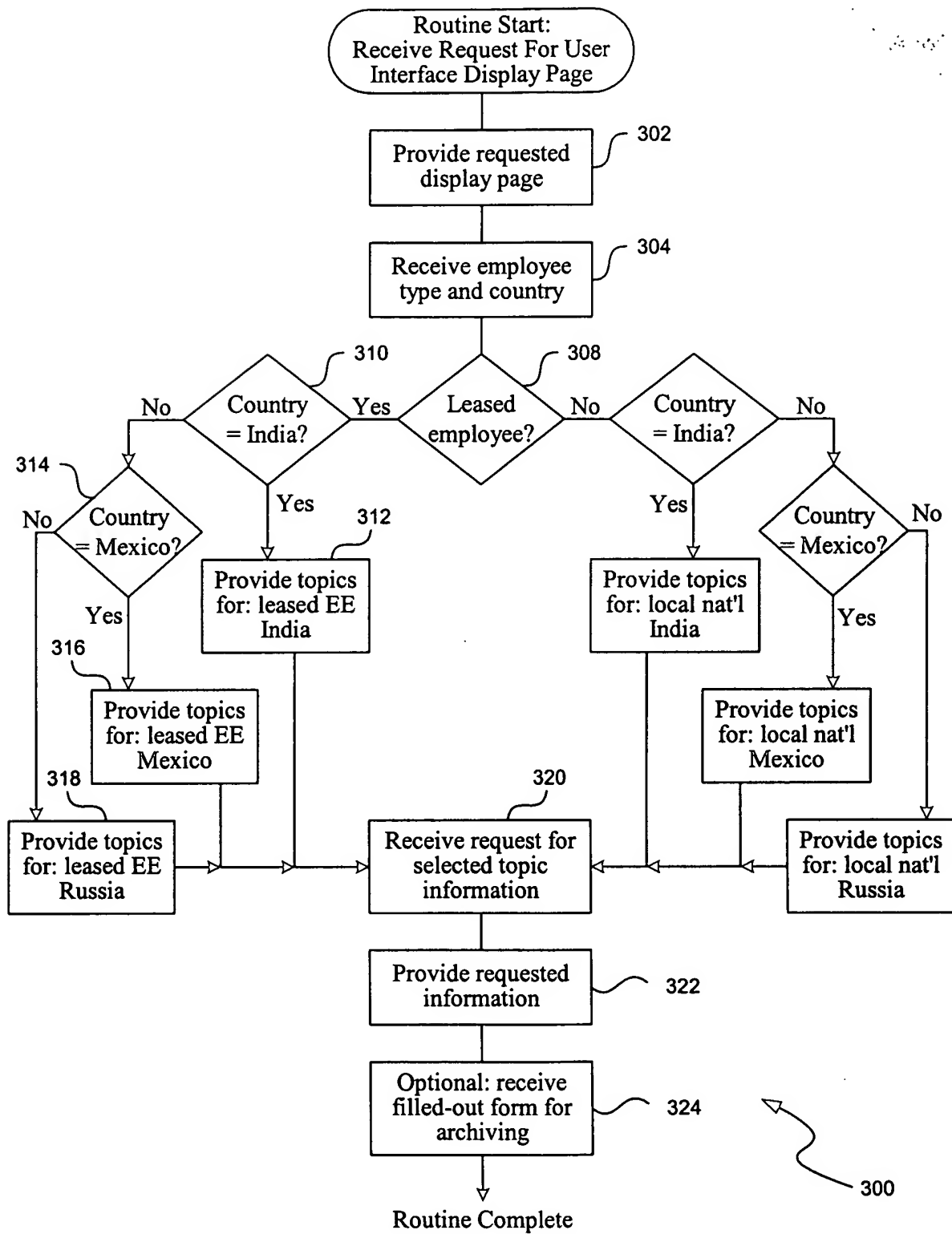


Fig. 3

402

User Information:

Name: \_\_\_\_\_ email: \_\_\_\_\_ Address: \_\_\_\_\_

Tele: \_\_\_\_\_ Fax: \_\_\_\_\_

404

Employee Type 408

410

Leased
Local Nat'l
etc.

Country 412

414

India
Mex.
Russia
etc.

416

Submit

400

Fig. 4

502

Local National

504

INDIA

506

- ☒ Recruiting Process
- ☒ Compensation Development
- ☒ Benefits Allocation
- ☒ Training (U.S. based): Required Documents
- ☒ Ground Rules
- ☒ Non-Immigrant U.S. Visas Commonly used
- ☒ Other Training & Landing Preparation

\* Landing Preparation Check List

516

Submit

500

Fig. 5

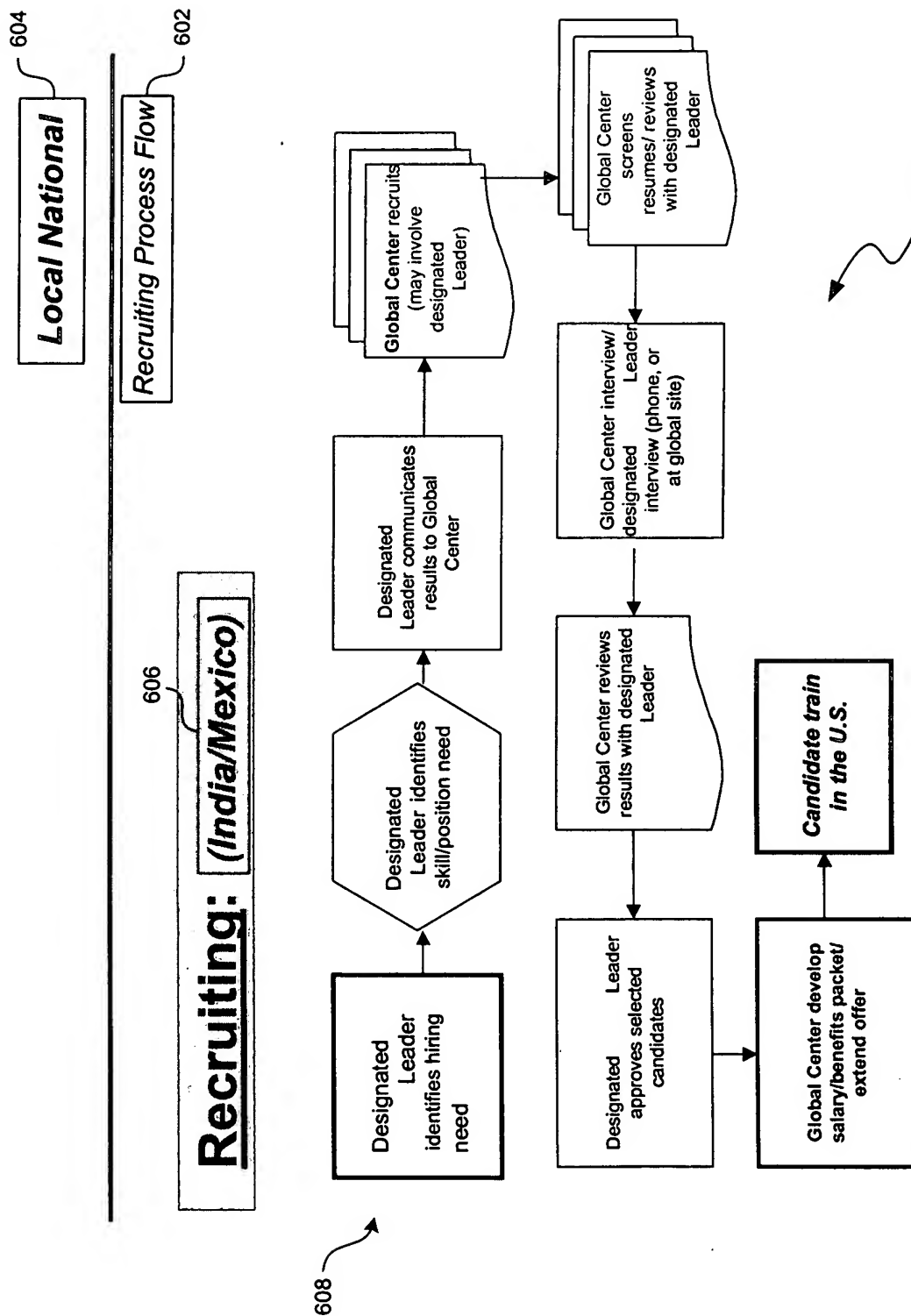
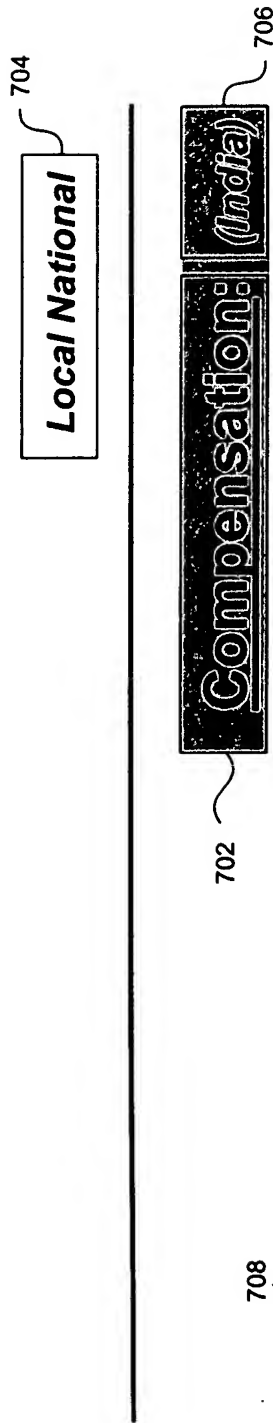
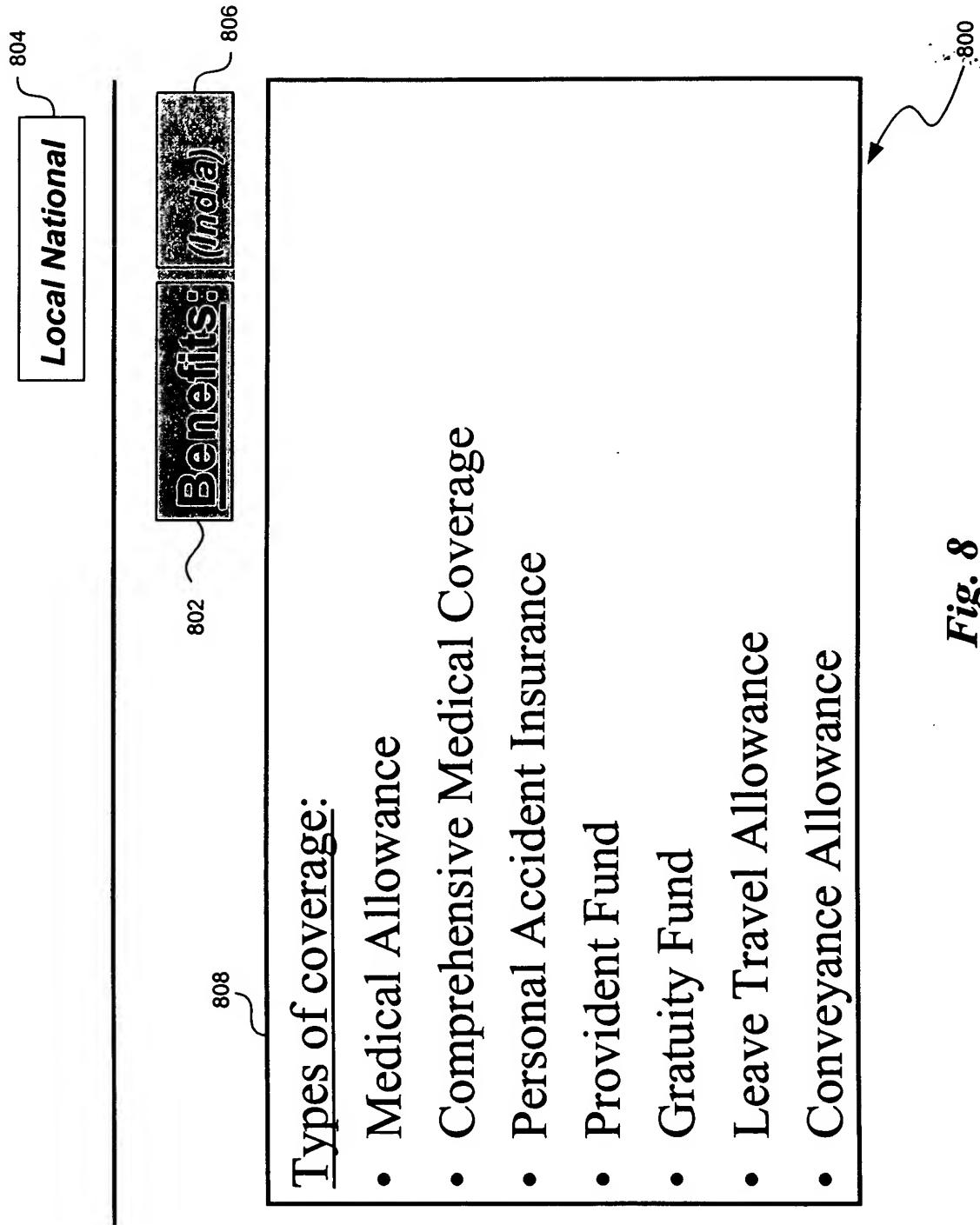


Fig. 6



- Salary determination based on: current salary, national/industry survey, experience, potential/value, where the candidate is residing and will include:
  - base salary, HRA, special allowance, leave travel allowance, medical reimbursement/ allowance (paid in equal monthly installments), car maintenance expense, Provident Fund (*employer's contribution X % of basic salary*), retirement funds (*Y % of basic salary*)

Fig. 7





Training: Required Documents

902

904

Local Nat'l

906

India

**I-1 "Exchange Visitor" Visa Information Form****Part 1 To Be Completed By Applicant**Applicant's Full Name: \_\_\_\_\_ Male ☐Female ☐

(Family) (Given) (Middle)

Marital Status: Married ☐ Widowed ☐ Divorced ☐ Single ☐

Current Home Address: \_\_\_\_\_

(Note: U.S. Immigration law requires that you have a foreign residence which you do not intend to abandon.)

Home telephone: \_\_\_\_\_

Current telephone (Office): \_\_\_\_\_ Fax: \_\_\_\_\_

Place of Birth: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

(City)

(Country)

(Mo/Day/Yr)

Passport No. \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Country of Citizenship: \_\_\_\_\_

Country of Legal Permanent Residence: \_\_\_\_\_

(if different than Nationality)

U.S. Social Security No. \_\_\_\_\_

(if any)

Address in U.S. where you will live during program (if known): \_\_\_\_\_

Applicant's dates of prior periods of stay in the U.S. in any capacity (e.g., "B-1" "J-1", "H-1" or "L-1" U.S. visa, most recent first) in the last 6 years and visa status:

	Arr. Date	Dep. Date	Visa		Arr. Date	Dep. Date	Visa
1				4			
2				5			
3				6			

***Fig. 9***

1004 Local Nat'l  
1006 INDIA

U.S. Visas Commonly Used

## GLOBAL SUPPLIER TALENT DEVELOPMENT

**Fig. 10**

1010	1012	1014	1016	1018	1020	1022
Non immigrant U.S. Visa Commonly used by	Status Requirements	Comments	Duration of Status	US Tax Status	Application Process/Time	
B-1	Business or Pleasure Visitor - Temporary Visit - No intent to abandon foreign residence Same as B-1	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- May be valid up to one year - May be extended in US 90 days NOT extendable in the US	- Non resident but may be taxed in US on US income Same as B-1	- Alien applies at US consulate abroad - 1-7 days (est) - Only certain countries participate - Need at P.O.E. day of arrival - 9 days if by educational institution - Application at US consulate abroad	
W/B	Visit Worker - Enrolled in full time course of instruction - Educational institution - No intent to abandon foreign residence Same as B-1	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
F-1	Academic Student - Coming temporarily to US to receive instruction - "Professional" status - Canadian citizen - Temporary stay - Coming temporarily to US to receive instruction - "Professional" status - Canadian citizen - Temporary stay	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
H-1B	Temporary Worker - Coming temporarily to US to receive instruction - "Professional" status - Canadian citizen - Temporary stay - Coming temporarily to US to receive instruction - "Professional" status - Canadian citizen - Temporary stay	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
L-1A	Intracompany transferee (managerial) - Coming temporarily to US to provide services in managerial or executive capacity to another affiliate - Same as L-1A and L-1B but - Alien must be on "Glentel list" extended to US by the Company	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
L-1B	Intracompany transferee (specialized knowledge) - Coming temporarily to US to provide services in specialty occupation for another "affiliate"	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
L-1A	Same as L-1A and L-1B	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		
J-1	Exchange Visitor (various) - Coming to US temporarily to participate in a US-IA designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria - "Qualified researcher" (MS or higher)	- Employment in US NOT authorized - Used for meetings, consultations Same as B-1	- Valid for duration of status One year - Renewable indefinitely	- Non resident but may be taxed on comp. paid by US employer if employed - Dependent upon length of stay - US-Canada - May apply in US and taxed on all income - Alien applies at US Port of Entry - No visa required - EM plays files petition - EM plays files petition in US office in US - If approved, alien may change status in US or outside US - May apply at US Consulate outside US - Allow 3 months		

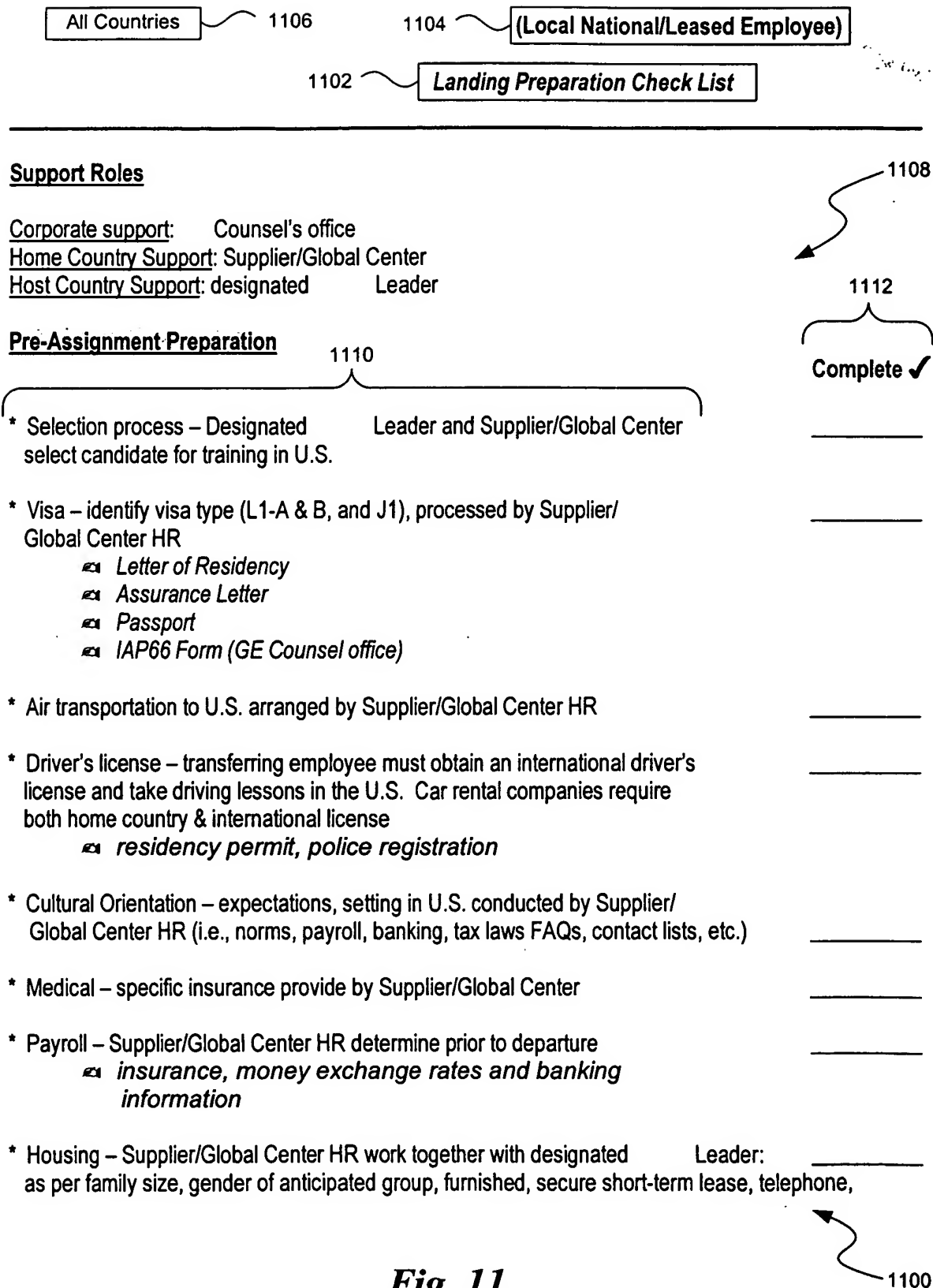


Fig. 11

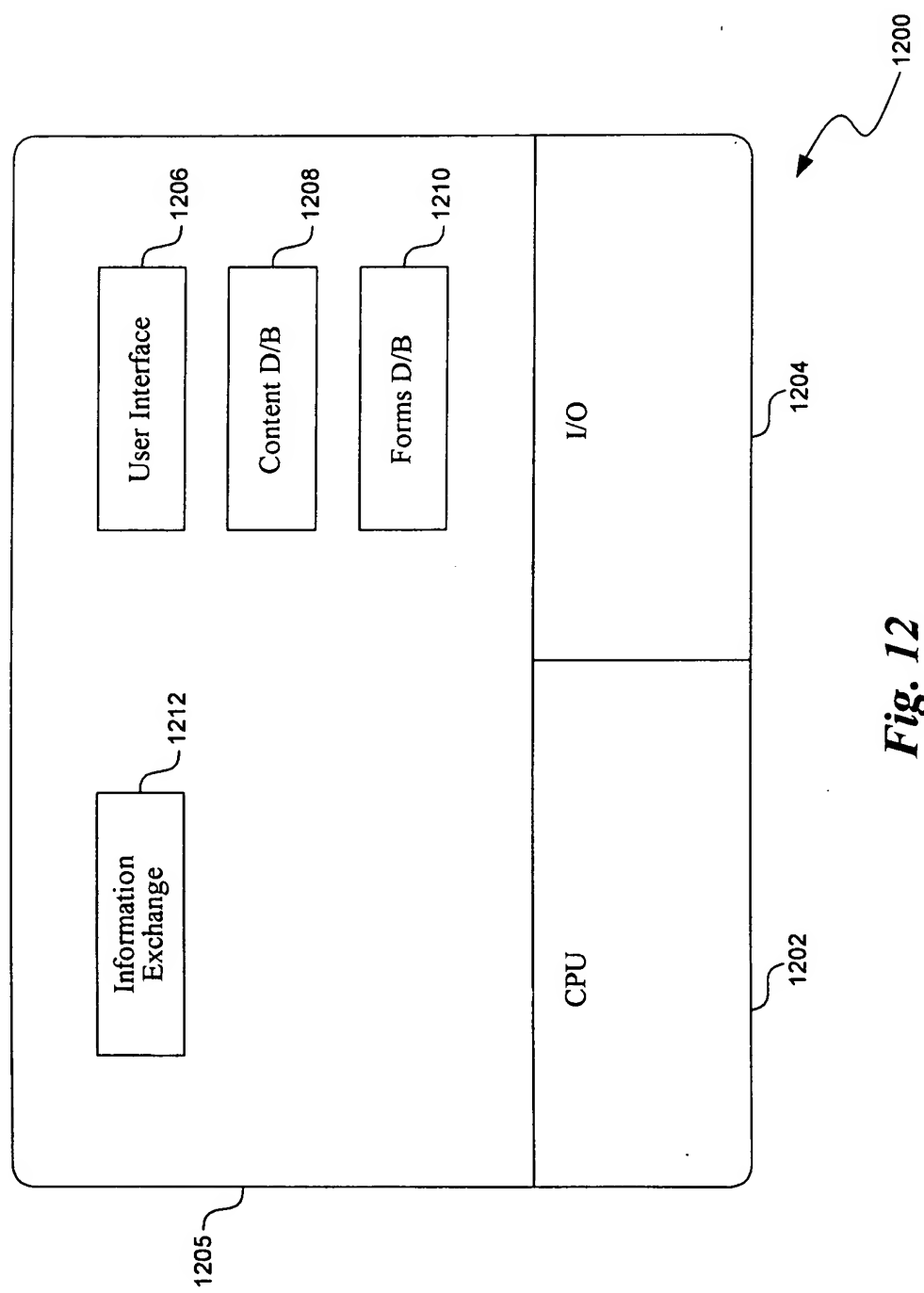


Fig. 12